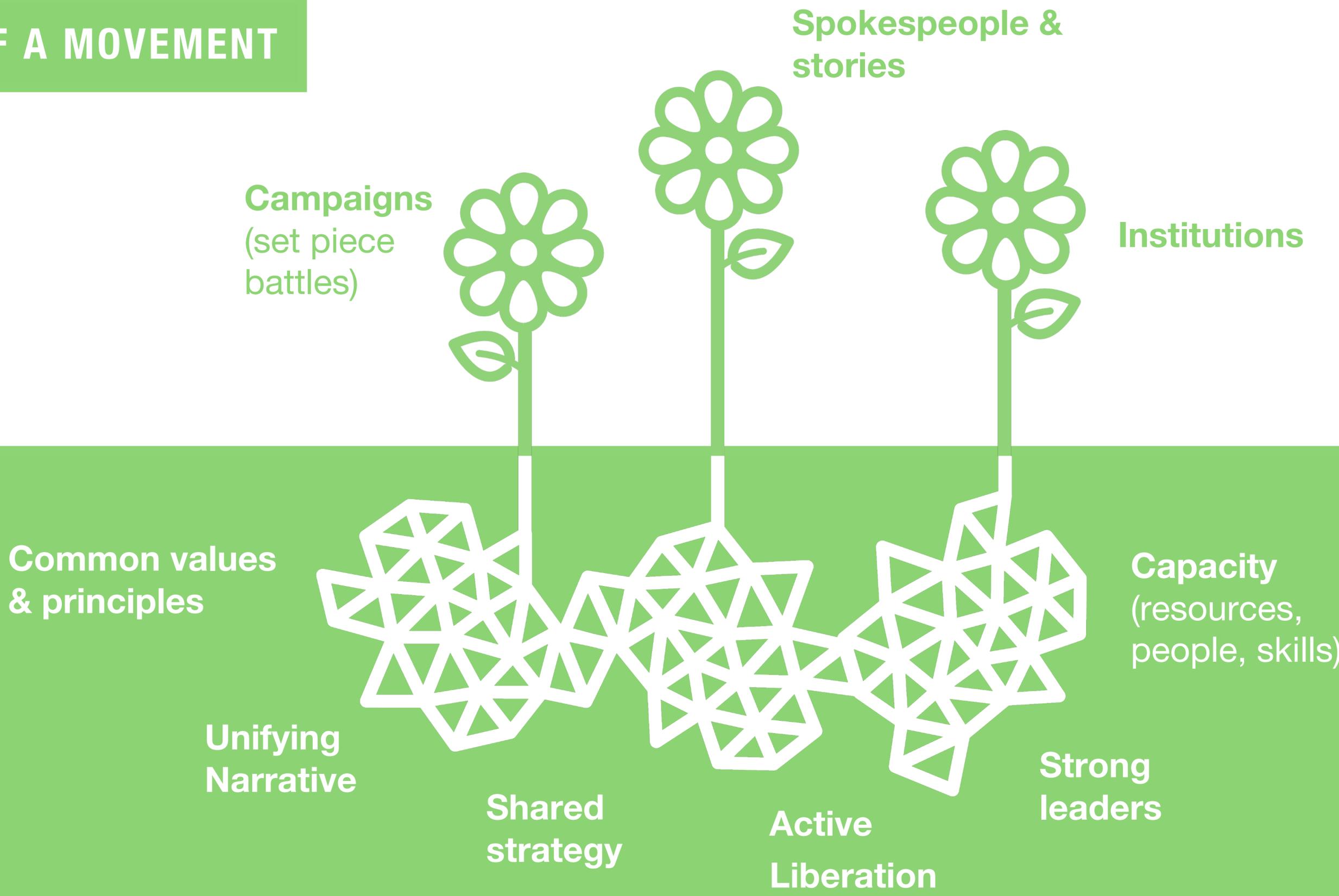


STRUCTURE OF A MOVEMENT

ABOVE GROUND

BELOW GROUND



Thinking about movement structure

For us, a movement is a large decentralised set of groups and organisations working for a change in society. But what is it that gives this decentralised force its alignment, longevity and impact? This visual - which we developed after speaking with over 100 different organisers in NEON - is attempting to help visualise how a whole structure of mostly invisible forces connects, builds and empowers our movements to have impact. The point of doing so is to help us consciously build and develop this root system in our activism. The themes below in our root system summarises some of the themes and key gaps in UK organising we heard when we developed the model in 2014:

- 1. Common values and principles:** what guiding principles do we use to align our different struggles and ensure that we're meaningfully tackling the root causes of the issues on which we work not just symptoms?
- 2. Unifying narrative:** what story gives us the courage to transform society together?
- 3. Shared strategy:** as a movement, of all the fights that we could pick, where should we be focussing our energy right now to make the most impact given the current context?
- 4. Active Liberation:** we will only have a just movement capable of winning if we look like the society we're trying to build – how are we centering the voices of those most marginalised?
- 5. Strong leaders:** if leadership means empowering others, how well are our movements doing at this?
- 6. Capacity:** how do we build the resources we need as a movement needed to take on the fights needed from people to money or institutions?

How to use this exercise

If you want to use this as an activity in your group talk through the model then in groups ask 1) how well do you think your movement is doing on the below the ground issues listed? What themes would you add or remove? And what does your group do right now to improve the root system?



This model is the end result of a lot collective thinking and practice. NEON led the synthesis of these insights to create the model, with the support of the Public Interest Research Centre (PIRC). PIRC designed the model and made it beautiful.

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